



BUDGET PROPOSAL EQUALITY ANALYSIS TEMPLATE

BUDGET PROPOSAL		Common Purpose community engagement grants programme 2021-23					
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DEPARTMENT		Environment & Leisure	DIVISION	Communities			
PERIOD ANALYSIS UNDERTAKEN		November 2020					
DATE OF REVIEW (IF APPLICABLE)							
SIG N-OFF		POSITION		DATE			

Guidance notes

Things to remember:

Under the Public Sector Equality Duty (PSED) within the Equality Act 2010, public authorities are required to have due regard to the aims of the general equality duty when making decisions, *including budget related decisions*.

We must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a “protected characteristic” and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The “protected characteristics” under the Act are: Age, Gender, Disability, Race Religion/Belief, Sexual Orientation, Gender Reassignment, Pregnancy and Maternity Marriage and Civil Partnerships¹

¹ Only the “eliminate unlawful discrimination” duty applies to marriage and civil partnerships

The Council also has a specific duty to publish information showing how it has met its duties under the Act.

An equality analysis should be completed in respect of key budget proposals where it is identified via screening that there is a significant risk of the decision having an adverse impact on equality groups sharing a “protected characteristic”.

Understanding the effect of the council’s budget decisions on people with different protected characteristics is an important part of complying with the general equality duty.

Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty’s requirements.
- The general equality duty is complied with before and at the time a proposal is under consideration and when a decision is taken.
- We consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- We have sufficient information to understand all the potential effects of the proposal.
- We consciously consider the need to do the things set out in the aims of the general equality duty not only when a proposal is developed and decided upon, but when the decision is being implemented.

When carrying out the analysis:

- Consider all the protected characteristics and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Focus on understanding the effects of a proposal on equality and any actions needed as a result, not just the production of the document.
- Take a proportionate approach. In practice this means giving greater consideration to the Duty when a proposal has the potential to have a significant effect on discrimination or equality of opportunity, the public or employees, and less consideration when the effect on equality is slight.
- Use good evidence. Where it isn’t available, take steps to gather it (where practical and proportionate).
- Using insights from engagement with employees, service users and others can help provide evidence for equality analysis.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis may be published under the council’s publishing of equality information.

Equality analysis should be reviewed after a sensible period of time to see if the effects that were expected have occurred. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

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Engagement with the community is recommended as part of the development of an equality analysis.

Section 1: Description of budget proposal

Please provide full details of the budget proposal and the predicted saving

This proposal relates to funding recommendations for the Common Purpose 2 year community engagement grants programme for 2021-23.

The Common Purpose grants programme was launched in 2018 in line with the ambitions of the Southwark Voluntary and Community Sector (VCS) Strategy 2017-2022 'Common Purpose Common Cause' produced in 2016. One of the ambitions was to improve council commissioning, and one of the actions to achieve this was to create greater stability and certainty for the sector via the introduction of 4 and 2 year funding cycles. The 2 year grants are due to come to an end in March 2021 and therefore a new round was advertised in September 2020.

The purpose of the Common Purpose voluntary sector funding programme is to assist the council in meeting its statutory and policy objectives for eliminating discrimination, promoting equality and good community relations, for tackling poverty and social exclusion and for promoting a greener borough.

Following the outbreak of the COVID 19 pandemic, the VCS in Southwark are playing a crucial ongoing role in supporting the most vulnerable residents, including BAME communities which are disproportionately affected.

The majority of organisations who are currently funded via the programme adapted their services at the start of lockdown so that they were able to continue to support clients, via telephone, online or providing deliveries. Some were key players in the emergency response including provision of food and other essentials. For example:

- Time and Talents (4 year grant) played key role in emergency provision as part of one of the food hubs
- The Bike Project (2 year grant) delivered free bikes to clients (refugees & asylum seekers) then provided advice & support by telephone
- Mental Fight Club (2 year grant) set up the virtual Dragon Café – array of creative and communal online activities to promote mental health
- Latin American Disabled Project (2 year grant) – continued to provide welfare benefits, housing & employment advice, by telephone.
- Latin American Women's Rights Service (2 year grant) provided telephone support to Latin American women at risk of domestic abuse.

In 2020 the Black Lives Matter movement has revealed there is still much to do to tackle racism, injustice and inequality. [Southwark Stands Together](#) will be a long term programme of positive action, education and initiatives working alongside Southwark's communities, aimed at tackling ingrained structural inequalities in the borough. The ambition is for the council to become an

effective anti-racist organisation. One of the priorities is to carry out a review of council grant making and commissioning processes to remove barriers to equal access, including looking at the way in which the council's grant making is structured and whether this enables or disables BAME organisations from accessing grant funding; and our grant making and commissioning processes and the barriers these may generate. This is due to commence in late 2020 or early 2021.

The following organisations provide specific services to BAME communities and are currently funded via the 2 year grants programme:

- AAINA women's group – BAME women, predominantly of Muslim background
- Future Men – marginalised young men and boys of predominantly BAME backgrounds
- Latin American Disabled People's Project
- Latin American Women's Rights Service
- Somali Integration and Development Association – people of Somali and other East African background
- Southwark Everywoman's Centre.

This supports a diverse VCS infrastructure in the borough.

Organisations applying for 2 year Common Purpose community engagement grants are required to meet the following specific criteria. This was reviewed in autumn 2020 to ensure it remains fit for purpose in the context of the ongoing pandemic and its impact on communities served via the programme; as well as the new Southwark Stands Together agenda. New wording in bold was added to the first bullet point:

- Meeting the needs of one or more community, **including communities that are particularly affected by the COVID 19 pandemic** and bringing different communities together
- Show evidence of co-operation with other VCS organisations serving different client groups
- Show evidence of supporting clients to achieve greater confidence and independence
- Show evidence of some alternative funding and is not wholly reliant on council funding
- Provide advice, information and signposting to appropriate services.

They were also asked to demonstrate how they would be able to adapt their proposed services in the event of further lockdowns or continuing social distancing requirements.

They are also required to meet the following general criteria, which also apply to the 4 year strategic partner grants (which have not been advertised in autumn

2020).

- Registered charity and / or registered not for profit company and / or other form of registered not for profit organisation.
- Based in and / or providing services within borough of Southwark
- Show evidence of stable governance and finances
- Show evidence of suitable premises
- Show evidence of promoting equality and diversity
- Have appropriate Quality Assurance measures in place or working towards them
- Show evidence of local knowledge and need
- Give details of other organisations (if any) doing similar work and how their proposal complements this and avoids duplication.

The Common Purpose programme aims to achieve the 9 outcomes listed below. These have been selected from the council's Common Outcomes Framework. Organisations applying for funding are asking to select a maximum of 4 and minimum of 2 outcomes they would aim to achieve with the funding. They are able to select indicators from the framework that they will use to measure progress towards achieving the outcomes, or put forward their own.

- Residents have improved access to community services
- Residents feel that they have access to services to improve their wellbeing
- Residents feel more confident to maintain their independence without the need for higher levels of support
- Residents have increased opportunities and support to volunteer
- Residents have the skills and confidence to increase their use of online services and there is less digital exclusion
- Residents and organisations have greater access to community spaces and premises
- Residents increase their use of public transport, cycling or walking around the borough
- Residents and organisations feel more able to use green spaces to support social action and health & wellbeing activities
- Increasing numbers of residents and organisations support initiatives to make Southwark greener.

When the framework was developed, officers liaised with the council's Equalities Lead to ensure that it supports the council in meeting the Public Sector Equality Duty.

The Common Purpose programme funds organisations whose core activities do not fall within service-specific departmental programmes. We do not fund any services that fall within the remit of the following teams / service areas.

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- Adult Learning (Children's & Adults Services Dept.)
- Advice Services (Environment & Leisure Dept.)
- Arts and Culture (Environment & Leisure Dept.)
- Community Safety (Environment & Leisure Dept)
- Early Years (Children's & Adults' Services Dept.)
- Local Economy (Chief Executive's Dept.)
- Public Health (Environment & Leisure Dept)
- Social Care – adults' or children's (Children's & Adults' Services Dept.)
- Youth provision (Children's & Adults Services Dept.)

In 2021/22 the total budget for the Common Purpose 2 year grants is £369,572. This represents a standstill from the previous year.

Full details of the grant recommendations will be available when the Common Purpose Grants Programme 2021/23 IDM report is published in December 2020 subject to final agreement of the council's 2020/21 budget in February 2021.

Section 2: Overview of service users and key stakeholders consulted

Service users and stakeholders	
Key users of the department or service	<p>Users of the services provided through the grants programme are Southwark residents.</p> <p>These may include residents who have particular needs related to being from a newly arrived or marginalised community - or who are experiencing disadvantage as a result of one or more protected characteristic (for example, ethnicity + disability or ethnicity + gender).</p> <p>There is mounting evidence that the communities who are served by the Common Purpose programme are among those being most severely impacted by the COVID 19 pandemic in terms of</p> <ul style="list-style-type: none"> • The virus itself • Economic impacts of lockdown • Isolation caused by social distancing. <p>These include BAME communities and among those, older people or those with disabilities.</p> <p>https://www.gov.uk/government/publications/covid-19-understanding-the-impact-on-bame-communities</p> <p>In 2020-21 30 VCS organisations are funded via the Common Purpose grants programme of which 14 are in receipt of 2 year grants. These organisations are independent of the council. They include organisations working with communities based on a specific ethnicity or national identity. The services they provide aim to meet the needs of these diverse communities. These needs are constantly evolving as what were once new and emerging communities become settled and established, with new communities arriving.</p> <p>Organisations applying to the programme are asked to provide information about which sections of the population (if any) their services are specifically targeted at. They are not required to target any particular sections of the community. They are however asked to indicate awareness of the groups of people who fall into the protected characteristics of the Equality Act, and if they do target particular groups, to indicate which these are. Information provided relating to</p>

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	<p>targeting forms an important part of this analysis. It is important to note that the percentages provided are the organisation's own view of its service users. They may be indicative rather than an exact proportion.</p> <p>In 2021-23 it is proposed to fund 16 organisations.</p> <p>For the 2021-23 programme, 2 currently funded organisations have not applied. These are:</p> <ul style="list-style-type: none"> • Age UK Lewisham & Southwark which is currently funded for a time-limited older people's engagement project • The Beormund Community Centre, which has closed. <p>No currently funded organisation is being defunded for 2021-23. One organisation, Crystal Palace Community Trust, is recommended to have its funding reduced from £12,000 to £5,000. This is because their new application is for 2 projects. One is a youth project that is substantially different to those the organisation are currently funded to provide by the council or other grants. It is not eligible to be funded as this is the remit of the Youth and Play service. The other is an employment support project for which we plan to fund with the £5,000 grant. As they do not currently provide specific targeted services for any particular group is it deemed there is no negative impact in terms of the Equality Act protected characteristics.</p> <p>There is a rigorous process for assessing applications to the programme. The programme is openly advertised and detailed documentation sets out the eligibility criteria that all applicants must meet. There are opportunities for potential applicants to ask questions about the criteria and guidance at a public workshop or direct enquiries to officers.</p>
Key stakeholders who were/are involved in development of this budget proposal	<p>The Southwark Voluntary and Community Sector strategy was developed in the light of feedback from four 'listening events' held with the VCS in 2016, as well as feedback via Community Southwark. A clear wish was expressed by the VCS for</p> <ul style="list-style-type: none"> • Longer funding timescales • For council commissioning to be more focussed on outcomes for residents. <p>As a result:</p> <ul style="list-style-type: none"> • 4 and 2 year grants were implemented for the Common Purpose grants programme • The Common Outcomes Framework was developed,

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	<p>in consultation with the VCS – in small workstream groups and wider consultation events in 2017. The council's Equalities Lead was also consulted.</p> <p>In 2019 as part of the Common Purpose programme monitoring officers had discussions with funded groups on how they were collecting outcomes data and invited feedback on any issues with the reporting.</p> <p>Throughout the COVID 19 pandemic officers have continued to liaise closely with the VCS including funded groups on how they have adapted their services and continued to support vulnerable people, and on patterns of need and demand for services.</p> <p>In the summer of 2020 a series of online listening events with residents were held as part of the Southwark Stands Together programme. In addition a series of roundtable events were held with representatives of local schools, community groups, businesses and cultural organisations. These revealed the scale of ingrained racism and structural inequality in the borough.</p> <p>http://moderngov.southwark.gov.uk/documents/b50012029/Supplemental%20Agenda%20No.1%20Tuesday%2008-Sep-2020%2016.00%20Cabinet.pdf?T=9</p>
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Section 3: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with ‘protected characteristics’, the equality information on which this analysis is based and any mitigating actions to be taken.

Age – Older people, young people etc

Potential impacts (positive and negative) of budget proposal

A number of organisations who provide specific services to older people or to young people are funded through the programme.

In addition there are a number of organisations who have indicated that a high proportion of their users fall into the ‘age’ protected characteristic, for whom it is proposed to continue funding.

Older people are particularly vulnerable during the COVID 19 pandemic The Southwark Public Health team stated in July 2020:

‘Age is the largest driver of disparity, with the majority of those dying from COVID-19 being aged over 65 years, with almost half aged over 85.’

They are also at greater risk of being isolated. Older people with hearing impairments face particular challenges in communicating with those wearing face masks or when socially distancing.

People from BME communities are more likely to live in multigenerational households which include older people who may be more vulnerable to the virus.

Older people may also be at greater risk of falling victim to Coronavirus-related scams.

There are also concerns about the impact on younger adults who are more likely to be in insecure low paid employment in sectors such as the hospitality industry.

https://www.citizensadvice.org.uk/Global/CitizensAdvice/Debt%20and%20Money%20Publications/Excess%20Debts%20-%20who%20has%20fallen%20behind%20on%20their%20household%20bills%20due%20to%20coronavirus_.pdf

Equality information on which above analysis is based

Organisations whom it is proposed to fund include the following where:

- 95% of their users are 'older' (one new applicant)
- 85% of their users are 'older' (one currently funded)
- 80% of their users are 'older' (one 'new' applicant)
- 61% of their users are older (one currently funded)
- 60% of their users are older (one currently funded)
- 100% of their users are 'younger' (one new application)
- 100% of their users are 'younger' (one currently funded)

Mitigating actions to be taken

As it is not proposed to cease funding to any organisation which provides age-specific services, and it is proposed to fund a number of new organisation who provide age-specific services, it is believed that there is no disproportionate negative impact on people with this protected characteristic. Therefore there are no mitigating action is required.

For working age people there are 2 separate contracts with Citizens Advice Southwark and Southwark Law Centre who provide advice and support to working age people with making Universal Credit claims and other working age benefits.. During the pandemic these services have increased their telephone and online / webchat services and are providing some face to face appointments for emergency situations.

Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Possible impacts (positive and negative) of budget proposal

There are concerns that during the ongoing COVID 19 pandemic people with disabilities and long term health conditions may be disproportionately affected by difficulties with access to services and by isolation and lack of support. They may have difficulties with social distancing and those with hearing impairments face particular challenges with communicating with those wearing face masks.

<https://www.inclusionlondon.org.uk/wp-content/uploads/2020/06/Abandoned-Forgotten-and-Ignored-Final-1.pdf>

https://www.citizensadvice.org.uk/Global/CitizensAdvice/Debt%20and%20Money%20Publications/Excess%20Debts%20-%20who%20has%20fallen%20behind%20on%20their%20household%20bills%20due%20to%20coronavirus_.pdf

Equality information on which above analysis is based
Organisations whom it is proposed to fund include the following where:
<ul style="list-style-type: none"> • 90% of users fall under the 'disability' protected characteristic (one currently funded) • 50% of users fall under the 'disability' protected characteristic (one currently funded) • 35% of users fall under the 'disability' protected characteristic (one new application) • 28% of users fall under the 'disability' protected characteristic (one new application) • Also an organisation where 64% of users have identified ill-health, though not a disability.
Mitigating actions to be taken
<p>It is not proposed to cease funding to any organisation providing services to people with a disability.</p> <p>Also in addition there are separate contracts with 2 community advice services that provide advice to people with disabilities in areas such as welfare benefits, including personal independence payments. During the pandemic these services have increased their telephone and online / webchat services and are providing some face to face appointments for emergency situations.</p> <p>Therefore there are no mitigating actions required.</p>

Gender reassignment - The process of transitioning from one gender to another.
Possible impacts (positive and negative) of budget proposal
No specific impacts have been identified or raised in relation to this characteristic. The majority of currently funded organisations do not monitor this protected characteristic. No specific additional impacts have been identified in relation to this protected characteristic in the light of the COVID-19 pandemic.
Equality information on which above analysis is based.

N/A
Mitigating actions to be taken
N/A

Marriage and civil partnership - (Only to be considered in respect to the need to eliminate discrimination).
Possible impacts (positive and negative) of budget proposal
No specific impacts have been identified or raised in relation to this characteristic. No specific impacts have been identified or raised in relation to this characteristic. The majority of currently funded organisations do not monitor this protected characteristic. The council's Equalities and Inclusion Lead has advised that this protected characteristic did not need to be included in the equalities form included as part of the Common Purpose application pack, as it is not relevant to this area. Concerns have been raised about very significant increase in reports of domestic abuse during the lockdown period – see also under 'Gender.' https://www.imkaan.org.uk/covid19-position-paper https://www.womensaid.org.uk/survivors-say-domestic-abuse-is-escalating-under-lockdown/
Equality information on which above analysis is based
N/A
Mitigating actions to be taken
N/A

Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Possible impacts (positive and negative) of budget proposal
No specific impacts have been identified or raised in relation to this characteristic. The majority of currently funded organisations do not monitor this protected characteristic.
Equality information on which above analysis is based
N/A
Mitigating actions to be taken
N/A

Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
Possible impacts (positive and negative) of budget proposal
<p>There is mounting evidence that people from BAME backgrounds are disproportionately affected by the COVID 19 pandemic in terms of:</p> <ul style="list-style-type: none"> • People from BAME groups are at greater risk from the virus. As Southwark's Public Health team reported in July 2020: 'Significantly higher mortality rates have been found among certain ethnic groups, most notably those of black and Asian ethnic backgrounds' • As a result of health inequalities people from BAME backgrounds also greater barriers to accessing health services • People from BAME backgrounds are more likely to be in low paid or insecure employment. In the current crisis they may earn too little to be eligible for statutory sick pay, and others will not meet the means-tested Universal Credit benefits criteria. Those with insecure immigration status may also not be entitled to benefits.

<https://www.bbc.co.uk/news/health-54907473>

https://www.theguardian.com/world/2020/nov/22/influential-scientist-phe-expert-covid-inequality-kevin-fenton?CMP=Share_AndroidApp_Other

<https://www.ucl.ac.uk/news/2020/may/bame-groups-two-three-times-more-likely-die-covid-19>

- People from BAME backgrounds are more likely to be living in overcrowded housing leading to difficulties with self-isolating and other concerns such as safeguarding issues during the lockdown.
- As a result of the lockdown interpretation and translation services may be withdrawn.

https://www.citizensadvice.org.uk/Global/CitizensAdvice/Debt%20and%20Money%20Publications/Excess%20Debts%20-%20who%20has%20fallen%20behind%20on%20their%20household%20bills%20due%20to%20coronavirus_.pdf

<https://news.co.uk/opinion/comment/bame-mothers-are-struggling-to-feed-their-children-during-covid-19-government-must-take-immediate-action-on-this-inequality-442006>

In 2020 the Southwark Stands Together programme ran a series of ‘listening events’ with Southwark residents and also a number of sector-specific roundtable events. These highlighted issues of long standing and entrenched racism in the borough.

<http://moderngov.southwark.gov.uk/documents/b50012029/Supplemental%20Age%20No.1%20Tuesday%2008-Sep-2020%2016.00%20Cabinet.pdf?T=9>

Equality information on which above analysis is based

Organisations whom it is proposed to fund include the following where:

- 100% of service users fall into the protected characteristic of ‘race’ (4 currently funded)
- 95% of service users fall into the protected characteristic of ‘race’ (1 new application)
- 75% of service users fall into the protected characteristic of ‘race’ (1 new application)
- 65% of service users fall into the protected characteristic of ‘race’ (1

currently funded)
Mitigating actions to be taken
<p>It is not proposed to cease funding to any organisation which provides specific services for people of a particular race or national identity; and it is proposed to fund a number of organisations with a high proportion of users with this characteristic. Therefore no mitigating actions are required.</p>

Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Possible impacts (positive and negative) of budget proposal

There are no organisations currently funded under this programme that provide a specific service to people who fall into the 'religion and belief' protected characteristic.

For some people from Black, Asian and Minority Ethnic backgrounds, religion is integral to their ethnicity and not separate from it. This has important implications for services developed and provided. This also has important implications for promoting good relations.

There are a significant number of organisations who provided a specific service based around race (see above) and it is likely that they also provide services that are adapted to or sensitive to religion and belief. Users may experience barriers to access mainstream services owing to their particular religion or belief. For example, accessing services on particular days / times.

Equality information on which above analysis is based

Organisations whom it is proposed to fund include the following where:

- 100% of service users fall into protected characteristic of 'religion and belief' (1 currently funded - Muslim)
- 96% of service users fall into protected characteristic of 'religion and

<p>belief' (1 currently funded - Christian)</p> <ul style="list-style-type: none"> • 80% of service users fall into protected characteristic of 'religion and belief' (1 currently funded - Christian) • 59% of service users fall into the protected characteristic of 'religion and belief' (1 new application) <p>Mitigating actions to be taken</p>
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<p>Sex - A man or a woman.</p> <p>Possible impacts (positive and negative) of budget proposal</p> <p>It is likely that the employment issues described above that may be having a disproportionate affect on BAME communities generally, are also having a disproportionate impact on women particularly those from BAME communities as they are more likely to be in low paid or insecure employment.</p> <p>Domestic abuse support charities are raising serious concerns about the rise in incidents of domestic abuse during the lockdown period, with women very disproportionately affected.</p> <p>https://www.imkaan.org.uk/covid19-position-paper https://www.womensaid.org.uk/survivors-say-domestic-abuse-is-escalating-under-lockdown/</p> <p>Single parents, who are more likely to be women, may be facing particular challenges combining work and childcare during the lockdown period.</p> <p>A number of organisations who provide specific services to women or men are funded through the programme.</p> <p>Equality information on which above analysis is based</p> <p>Organisations whom it is proposed to fund include the following where:</p> <ul style="list-style-type: none"> • 100% of service users are female (2 currently funded)
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| <ul style="list-style-type: none">• 100% of service users are male (1 currently funded)• 75% of service users are female (2 new applications)• 70% of service users are female (1 currently funded) |
| Mitigating actions to be taken |
| <p>It is proposed to fund a number of organisations who while their users may be comprised of women and men in roughly equal proportions, provide specific services for women and / or men.</p> <p>It should be noted that many several currently funded organisations provide specific services in relation to both gender and race, eg women and men of a specific ethnic background.</p> <p>It is not proposed to cease funding to any organisation that provides specific services to people who fall into this protected characteristic. Therefor mitigating action is not required.</p> |
| Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes |
| Possible impacts (positive and negative) of budget proposal |
| <p>There are concerns that the ongoing COVID 19 pandemic is having a disproportionate negative impact on people who fall into the protected characteristic of sexual orientation. Many LGBT people have been isolated and cut off from their support network, with many forced to stay in homes where they felt unsafe or were unable to be open about their identity.</p> <p>https://www.ucl.ac.uk/news/headlines/2020/aug/lockdown-having-pernicious-impact-lgbt-communitys-mental-health</p> <p>In 2019 a report by London Funders highlighted the difficulties that LGBT groups face in accessing funding
https://londonfunders.org.uk/sites/default/files/images/Enhancing%20grantmaking%20presentation%20FINAL.pdf.</p> |
| Equality information on which above analysis is based |

Organisations whom it is proposed to fund include the following where:

- 99% of service users fall into this protected characteristic (one new application)
- 20% of service users fall into this protected characteristic (one currently funded).
- 10% of service users fall into this protected characteristic (one currently funded).
- 6% of service users fall into this protected characteristic (one currently funded).
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Mitigating actions to be taken

It is proposed to fund one ‘new’ organisation which provides specific services for LGBT people. In addition, as it is not proposed to cease funding to any organisation which has a high proportion of users falling into the protected characteristic of sexual orientation, or which provides a specific service to LGBT people, it is believed that there is no disproportionate impact on people with this protected characteristic. Therefore no mitigating action is required.

Section 5: Further actions

5. Further analysis and mitigating actions			
Based on the initial analysis above, please detail the key mitigating actions and desired outcomes, or the areas identified as requiring more data or detailed analysis.			
Number	Description of issue	Action and desired outcome	Timeframe
1	A change to the groups currently funded with new groups coming into the programme and other groups falling out.	<p>Require newly funded groups to sign up to the council's, Equality Diversity and Cohesion commitments. They will also be invited to sign up to Southwark Stands Together pledges.</p> <p>Ensure that groups are networked into infrastructure that provides equalities support and contributes to the achievement of the broader equality objectives in Southwark.</p>	2021-2023 2021-23
2	Ensure that all groups are aware of service activities and beneficiaries within the programme.	Broker relationships between organisations to facilitate collaboration and to reduce duplication.	2021-23
3			
4			
5			
6			
7			